

AMENDMENT NO. _____

Signature of Sponsor

AMEND Senate Bill No. 549

House Bill No. 94*

FILED

Date _____

Time _____

Clerk _____

Comm. Amdt. _____

by deleting Section 1 in its entirety and by substituting instead the following:

SECTION 1. Tennessee Code Annotated, Title 6, Chapter 54, Part 1 is amended by adding the following as a new section:

On or before July 1, 1998, any municipality, incorporated before the effective date of this act that has not adopted a personnel policy by ordinance, resolution, or otherwise, shall adopt such a policy that applies fairly, impartially, and uniformly, to the extent practicable, to each department of the municipal government. The policy may include, but not be limited to, hiring procedures, benefits, personnel rules and regulations, fair and reasonable complaint conferences and hearing procedures for employees dismissed, demoted, or suspended; procedures for compliance with federal laws such as, but not limited to, the Fair Labor Standards Act and the Americans with Disabilities Act; drug and alcohol testing policy; and a sexual harassment policy. The policy may not grant a property right or contract right to the job to any employee. The municipality may work with the University of Tennessee Municipal Technical Advisory Service, in cooperation with the Tennessee Municipal League, in developing its policy. A copy of the resolution or ordinance adopting the policy, or its caption, shall be published in a newspaper of general circulation in the municipality before final adoption of the policy. A copy of the personnel policy as required by this section shall be kept in the office of the city recorder or clerk and made available to an employee on request. Any municipality incorporated after the effective date of this act shall have two (2) years after incorporation to adopt and implement a personnel policy pursuant to this section.

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